

MEMORANDUM FOR: Inspector General

17 DEC 1981

FROM: James N. Glerum
Director of PersonnelSUBJECT: Special Pay Rates within the Office of
Scientific and Weapons Research (OSWR)

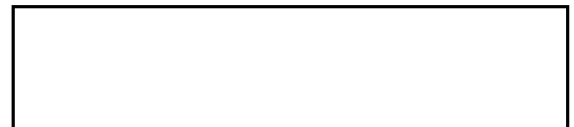
REFERENCE: Inspection Report of OSWR

1. Thank you for sharing with me the portion of your survey report recommending the institution of special pay rates for applicants/employees in the mathematics, physics, and computer science fields. We are quite familiar with the problem of employing and retaining individuals in these categories and our Staff Personnel Division has been working closely with OSWR in this regard by utilizing in-step hires and higher grade levels where they can be justified. Although this procedure stops short of your recommendation, it is our understanding that this approach is keeping OSWR competitive in hiring new employees, at least on a short-term basis.

2. The establishment of special pay rates for any occupation involves documenting the recruitment and retention problems and conducting a salary survey to determine the special pay rate to be authorized. In essence, even though the Director has authority to establish special pay rates, approval for any particular occupation must be thoroughly researched to ensure that a special pay rate is indeed justified. Our Staff Personnel Division has recently reviewed the potential for expanding the special pay rates and is supportive of the need for refinements in this area. However, as you are aware, we are also currently involved in a study of the Agency compensation plan which is intended to serve this very purpose, i.e., relate Agency pay levels for each occupation to pay levels in the private sector. This effort, to be completed in April 1982, could in effect create special pay rates for all Agency occupations and resolve the problem you have surfaced. JB

3. In view of this ongoing study, I propose that we defer action on your recommendation until the results of the Agency compensation issue are available because (a) the study will have a significant impact on not only OSWR but Agency-wide recruiting practices and (b) the measures currently in use by Staff Personnel Division appear to be keeping OSWR competitive for the time being. STAT

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Although we are hopeful that the compensation study will resolve
OSWR's concern, we are willing to re-address this issue should
there be residual problems after the study is completed.

[Redacted Signature]

James N. Glerum

STAT

*As an example of interim solution(s) have
just authorized S&T instep authority for
[Redacted] graduates on a trial basis.*

J-